

Chula Vista Police Department
Mission Statement

The mission of the Chula Vista Police Department is to enhance the quality of life in the City of Chula Vista by:

Providing a proactive and professional level of police service ensuring safety through commitment, integrity, and trust

Managing resources effectively

Treating all persons with fairness, respect, and dignity

Maintaining a partnership with the community to meet contemporary and future challenges

**Spirit of
Excellence**



Chula Vista Police Department
Values Statement

We, the members of the Chula Vista Police Department, believe in and are committed to:

- **Honesty & Integrity**
- **Fairness**
- **Teamwork**
- **Communication**
- **Employee Development**
- **Recognition**
- **Work Ethic**
- **Leadership**

THE POSITION

Police Recruit is the entry level position to a career in municipal law enforcement. After successfully completing the Police Academy, the Police Recruit will then automatically promote to the classification of Peace Officer. The Peace Officer will perform a variety of police work in the prevention of crime and the enforcement of law and order. Peace Officers may work a 40-hour week on a rotating shift basis, assigned to a specific phase of law enforcement. Lateral entry candidates will start in the classification of Peace Officer.

REQUIREMENTS

General - Must be at least 20 years of age at time of application and 21 years of age at time of appointment; must have a valid California Driver's License at time of appointment. Must meet citizenship requirements as defined under California Government Code Sections 1031(a) and 1031.5.

Education - Graduation from high school or GED is required. Additional college course work in Police Administration and/or Criminal Justice is highly desirable.

Personal Qualifications - Must have good character and reputation; superior self-command, alertness, and judgment; ability to establish and maintain good working and public relations. Conviction of a serious offense, repeated or numerous convictions for minor offenses, conviction of an offense involving moral turpitude, or discharge from the military service under other than honorable conditions may be disqualifying. Candidates will be subject to a thorough background investigation, a voice stress analysis, and after a conditional offer of employment, a psychological and medical evaluation.

ESSENTIAL DUTIES

Knowledge, Skills, and Abilities - Ability to write in a clear and concise manner; ability to communicate effectively with public and co-workers; excellent interpersonal and communication skills; ability to perform a wide range of physical duties to include: running, stooping, jumping, climbing, walking on uneven surfaces, lifting heavy objects, crawling, driving an automobile, talking on a radio, using a firearm and other physical duties as required. Must be willing to work in hazardous situations.

Physical Standards - Proportionate weight to height; excellent physical condition. Upon selection, must pass a stringent medical examination. Vision Requirements: Eyesight must be correctable to 20/30 both eyes together and 20/200 uncorrected both eyes together.

EXAMINATION

Written - Those applicants who meet the education, age, and licensing requirements will be invited to a written exam. The exam will assess law enforcement aptitude, interpreting rules and regulations, analyzing law enforcement situations, work analogies, and report writing.

The written exam will be waived for those applicants who have successfully completed an approved California P.O.S.T. Academy dated within the last three (3) years or have attained "Basic P.O.S.T Certification" or P.O.S.T. Recertification dated within the last three (3) years. **Applicants must attach a copy of the appropriate certificate of completion with their application in order to be exempt from the written exam.** Those candidates that do not attach the required certificates will be required to take the written exam.

For more information on Peace Officer Standards and Training (POST), visit: www.post.ca.gov

PHYSICAL AGILITY TEST

The Physical Agility Test (PAT) is designed to be a specific measure of the physical capabilities necessary to perform the duties of a Peace Officer. Test events are designed to simulate actual areas of police work. The events include: 1) a 1.5-mile run to be completed in 15 minutes or less; 2) an agility course to be completed in 3.5 minutes or less.

INTERVIEW

Applicants that pass the written exam and the PAT will be invited to an interview, which will consist of questions regarding education, experience, interest and personal qualifications. An interview panel will consist of members from the Human Resources Department and ranking members from the Police Department.

CLOSING DATE

A schedule of events, including application deadlines, is available at chulavistapd.org, or:

Human Resources Department
City of Chula Vista
276 Fourth Avenue
Chula Vista, CA 91910
Job Hotline (619) 691-5096

This recruitment will establish two eligibility lists: one list will be established for Lateral Officers and the other will be for Police Recruits.

Analyst in Charge: Lisa Torres
(619) 409-5923

SALARY AND BENEFITS

Police Recruit

<u>A</u>	<u>B</u>
\$3,460	\$3,633
(Approximately six months - effective 1/01/2003)	

Peace Officer

<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
\$4,062	\$4,264	\$4,478	\$4,701	\$4,937
(Monthly effective 1/01/2003)				

Note: A Police Recruit, a non-sworn position, will attend the Police Academy to receive the necessary knowledge, skills, and abilities to become a successful Peace Officer. The Police Recruit will be represented by the Chula Vista Employees Association (CVEA) until promotion to Peace Officer. Once promoted, the employee will then be represented by the Police Officers Association (POA) effective the date of promotion. The following benefits are offered to Peace Officers represented by POA:

Retirement: The City will pay all the employee's 9% share to the Public Employees Retirement System (PERS). The City does not participate in Social Security, but does participate in Medicare.

Flexible Benefit Plan: This position will receive an annual Flex Benefit allotment of approved employee benefits. The allotment is as follows:

Employee only	\$2,552
Employee + 1	\$4,723
Employee + 2 or more	\$6,511

Insurance: The City provides \$10,000 group term life insurance.

Vacation & Holidays: This position receives 10 days of vacation for the 1st-4th year of service; 15 days for the 5th-15th year; 20 days for 16+ years of service plus 4 floating holidays and 8 fixed holidays.

Sick Leave: Sick leave is accrued at the rate of 3.68 working hours for each bi-weekly pay period of service, 96 hours annually.

Flexible Spending Accounts (FSA's): Employees may participate in a Health and/or Dependent care FSA that will allow them to pre-designate money into these accounts on a pre-tax basis.

Bilingual Pay: \$125 per month

Education/P.O.S.T Incentive Pay: Officers who have obtained their A.A./A.S. (or higher) degree or an Advanced P.O.S.T. Certificate shall be entitled to \$150 per month. Officers who have obtained both a B.A./B.S. (or higher) degree and an Advanced P.O.S.T. Certificate shall be entitled to \$200 per month.

Clothing/Equipment: Firearms, equipment and uniforms (except footwear) are provided.

THE CITY OF CHULA VISTA

Founded in 1911, Chula Vista is a beautiful coastal community with a population of over 180,000 located seven miles south of downtown San Diego. In Chula Vista, you will find the best California has to offer, including a great year-round climate with smog-free air; 2 marinas with easy access to San Diego Bay for sailing, windsurfing, water skiing, and other water sports; nearby beaches and beautiful foothills and back country with bass fishing in Otay Lake; and opportunities for horseback riding, hiking, and camping.

The City of Chula Vista has 39 parks, three regulation golf courses, two municipal swimming pools, 61 tennis courts and four community centers. There is a fine school system. Excellent shopping facilities and modern housing are available throughout the City. Chula Vista will continue to develop as a community with plans on the drawing board for 20,000 additional homes over the next 20 years and exciting plans for the development of the Bayfront. Chula Vista is also the home to the Olympic Training Center. Located in one of the most beautiful areas of the nation, the City of Chula Vista offers an excellent place to live and work.

THE POLICE DEPARTMENT

The Chula Vista Police Department's 227 sworn and 112 civilian employees are divided into the Uniform, Investigative and Support Divisions, which are supervised by an Assistant Chief and two Captains. The department has been successful in maintaining an excellent relationship both internally and externally.

With its fiscal year 2002-2003 budget of \$33,000,000, the department has primary responsibility for crime prevention, protection of life and property, apprehension of offenders, investigation of crimes and incidents, enforcement of laws and regulations, and the provision of a variety of services, including an Animal Regulation Division. Special units in the department include Crime Analysis, Narcotics Enforcement Team, Traffic, School Resource Officer, Gang Suppression, Motors, Street Team, and SWAT.

EMPLOYMENT INFORMATION

The City of Chula Vista is an Equal Opportunity Employer and does not discriminate on the basis of race, color, creed, national origin, sex, religion, age or disability in employment or in the provision of service.

PRE-PLACEMENT PHYSICAL

Employment may be contingent upon successful completion of a pre-placement medical exam which will include a drug screen and a psychological evaluation.

AMERICANS WITH DISABILITIES ACT (ADA)

The City of Chula Vista will provide reasonable accommodation in the examination process when requested by a qualified applicant at least one week prior to the exam. To request reasonable accommodation, contact the Human Resources Department.

EMPLOYMENT ELIGIBILITY VERIFICATION

The successful applicant will be asked to show proof of citizenship or provide documentation that gives the individual the legal right to work in the United States.

The provisions of this bulletin do not constitute an expressed or implied contract and they may be modified or revoked.

VETERANS PREFERENCE

If you have been honorably discharged or retired from the U.S. Military Service within the last 5 years from the closing date of an examination, you may qualify for Veterans Preference Points. Qualified Veterans will have an additional 5% added to their final examination score. If you would like to qualify for Veterans Preference, please attach a copy of your DD-214 at time of application. **Copies of the DD-214 must be attached at time of application in order to qualify for Veterans Preference Points.**

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POLICE RECRUIT/
PEACE OFFICER



www.chulavistapd.org